

Valuable and Professional Orientations as a Social and Psychological Resource of Development of a Modern Worker

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ABSTRACT

The relevance of the researched problem is caused by the fact that at present there is the sharpest shortage of highly skilled personnel at the Russian enterprises and, therefore, studying of features of valuable and professional orientations of representatives of working professions is of special interest. The purpose of the article consists in the reasons for valuable and professional orientations as predictors of psychological resources development of social professional qualification, and also development of effective means of its forming among modern workers. The leading method of the research of this problem is the testing method that makes possible to reveal psychological features of valuable and professional orientations of workers of iron and steel enterprises. The resource model of self-control of activities of the worker is provided in the article; and also it is proved that there is the need for development of the program of forming and development of valuable and professional orientations of workers as highly skilled personnel. Materials of the article can be useful to psychological practice in case of professional consultation, individual consultation, and also during the work on forming of metaprofessional qualities of specialists of working professions.

KEYWORDS

Mentoring, resource model of self-control, social and professional qualification, valuable and professional orientations, worker.

ARTICLE HISTORY

Received 11 March 2016
Revised 24 June 2016
Accepted 03 August 2016

Introduction

It is well-known that with complication of modern production, private change of technologies, entry of world society into a post-industrial age, there is a sharp need for skilled personnel and specialists of the middle level who are capable to provide the economic growth and competitiveness of Russia. But during the Russian reforms of the last decades, in our society, the value of the special public importance of work, and lack of labor education were lost. The

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image of a fair toiler, leader of production, worker has disappeared among most of youth.

In the Russian Federation the level of unemployment among young people aged 15-24 years is rather high – 14, 8% (Federal service of the state statistics ..., 2016). From all spheres of employment the youth gives preference to the sphere of trade and services. Outflow of youth from the sphere of production of goods causes serious damage to the economy growth prospects. Implementation of the market relations aggravated the problem of social security in the sphere of work. Young workers first of all join ranks of the unemployed ones (Kosheleva, 2001). The modern youth has such trait which shows that the most part from it wishes to have the good income, at the same time, without having either a profession, or desire to work. The reason is that the youth has no work incentives. Wealth (money) and career are the leading values of most of youngsters. The wealth is considered by young people as a condition of a bigger liberty of choice, satisfaction of various requirements, social prestige and power (Filippova, 2015). Thus, in case of the choice of future profession, the younger generation is guided by the valuable orientations called up by the society. It entailed enormous deficit of highly skilled personnel; in Russia there was 5% while in the developed countries — 45-70% (Tkachenko, 2014). Such point contradicts requirements of modern high technology production (Krasnopevtseva, 2013).

And now, in a difficult political and economic situation of modern Russia, for all industries including metallurgy, this problem is the most urgent. The product quality, production efficiency and competitiveness not only of the companies, but also of the countries depend on the professionalism of such workers; all those key factors determine a market power of a company and its prospects in the future. Thus, studying of valuable and professional orientations of representatives of working professions, which perform not only the motivating function is of special interest, but also appear to be a key characteristic of social professional qualification of a modern specialist (Zeer & Streltsov, 2016).

Methods

Research methods

In the course of the research the following methods were used: theoretical (analysis; synthesis; specification; generalization; modeling); diagnostic (testing); experimental (the stating experiment); methods of mathematical statistics and graphic representation of results.

Experimental research base

The experimental base of the research was one of the pipe plants of Sverdlovsk region. The specialists of working professions of this iron and steel enterprise were involved in our research. A total quantity of examinees — 123 persons, the workers of the plant with work experience from 1 to 7 years working within the following specialties: an electrician, carver of pipes and work materials, service technician, electric welder of pipes on a mill, electric and gas welder, milling-machine operator.

Research phases

The research of a problem was carried out in three phases: preparatory, experimental-search and transformative. The theoretical analysis of the existing methodological approaches in psychological and pedagogical scientific literature, dissertations on a problem was carried out at the first phase; a problem, purpose and methods of the research, projecting of the program of experimental and research study were allocated. The second phase involved the organization and carrying out of experimental-search research; theoretical and practical conclusions were specified; the received results were generalized and systematized; the resource model of self-control of activity of a worker was developed. At the third phase it was proved that there is the need for development of the program of formation and development of valuable and professional orientations of workers as highly skilled personnel.

Results

Structure and content of the resource model Organization of a skilled basic research

In psychology intra-, inter- and extra-subject resources are differentiated: external predictors, internal – actually psychological and predictors of interaction of members of activities, their relation and effects generated by them (Tolochek, 2003).

Incentive function is performed by internal resources of the personality in case of the research of influence of valuable and professional orientations on productivity (success) of activities of workers (specialists); conscious self-control acts as a psychological mechanism which determines professional self-development of specialists.

Thus, resource-based approach allowed us to consider valuable and professional orientations by tool stimulant (motivation) of production activity of a member of any activities, and its psychological mechanism – conscious self-control.

Conscious self-control of valuable and professional orientations acts as a mediator, mediating interrelations of different types of resources: external (environmental), internal (psychological) and extra-subject.

The resource-based approach and conscious self-control of professional activity of a worker act as the theoretical-methodical basis of projecting of a resource model of valuable and professional orientations that perform the functions of mediators of self-development of a personality in a profession.

The dynamic labour market imposes increased demands to personal (psychological) qualities of a modern specialist: the capability to decision making, conscious (self-) regulation of activities, cooperation, responsibility, reliability, communicativeness, etc.

The resource model became a basis of technology development of an increase in success of workers' activities. The developed (distinctly expressed) valuable and professional orientations initiate formation of a personality as a "social person". There are all bases to consider valuable and professional orientations as the qualification characteristic of a modern worker (specialist), and self-control predictors – conditions of development of its professional multidimensionality of readiness and a capability to carry out a wide range of professional functions (Yalalov, 2013).

Organization of a skilled basic research

The resource-based approach became the methodological basis of our research, which considers psychological means (predictors) of motivation and regulation of a social professional activity of a person. The expediency, instrumentality and sensibleness act as the main predictors of resources causing self-control of any activity of the person (Morosanova, 2010). Psychological resources act as internal incentive forces, sources of activity, activity of the person and define its orientation.

The purpose of the article consists in the development of structurally functional model of valuable and professional orientations that motivate and regulate development in a profession of workers.

For measurement of the formation level of valuable and professional orientations of workers the following methods were used:

- method "Valuable Orientations" by M. Rokeach (1973);
- questionnaire of terminal values by I.G. Senin (1991);
- Purpose in Life test by J.S. Crumbaugh & L.T. Maholick (1964), adapted by D.A. Leontiev (1992);
- method "The level of a ratio of "Value" and "Availability"" by E.V. Fantalova (2001), in adaptation of A.A. Sharov (2016) for measurement of professional values;
- Self-Relation test questionnaire by V.V. Stolin & S.R. Pantileev (1988).

Mathematical data processing was performed by means of standard methods of mathematical statistics with use of the computer program "SPSS 20, 0" for statistical data processing.

Results and interpretation of experimental and research base

As a result of our research work the following data were obtained.

1. In case of interpretation of results of a questionnaire of terminal values by I.G. Senin (1991), high points are achieved on such units as: high financial position (38, 1), achievements (37, 5) and family life (56, 3). Indicators on other scales are within average value. The obtained data demonstrate that workers aim at higher level of material well-being. Perhaps, the workers are convinced that material prosperity is the main condition of vital wellbeing, and the high level of material well-being for them is the basis for development of feeling of own importance and the raised self-assessment. Also the examinees aim at achievement of specific and notable results during various periods of life. Such people, as a rule, carefully plan their life, set specific purposes at each stage and consider that as the main thing to achieve these objectives. Besides, often large number of vital achievements is the basis for a high self-assessment. It is also possible to state that for this selection the main thing in life is wellbeing in a family.

2. The analysis of results on data of the method "Valuable Orientations" by M. Rokeach (1973) also showed that:

1) the most preferred terminal values of this selection (Table 1) are health (physical and mental), love (spiritual affinity and sex with loved one), happy family life, presence of honest and good friends, financially independent life and interesting work;

Table 1. Distribution of average ranks of the most preferred terminal values by the method of M. Rokeach (1973)

Most preferred terminal values	Ranking
Health	2,7
Love	6,4
Happy family life	6,4
Honest and good friends	6,5
Financially independent life	6,7
Interesting work	6,9

2) the least preferred terminal values (Table 2) are: creativity, beauty of nature and art, happiness of other people, entertainments, knowledge and productive life;

Table 2. Distribution of average ranks of the least preferred terminal values by the method of M. Rokeach (1973)

Least preferred terminal values	Ranking
Creativity	14,2
Beauty of nature and art	13,9
Happiness of other people	13,7
Entertainments	12,6
Knowledge	11,9
Productive life	11,9

3) the most preferred instrumental values (Table 3) are good social training, neatness, honesty, responsibility, joy of life. These qualities of the personality of the modern worker perform functions of his/her social-professional qualification.

Table 3. Distribution of average ranks of the most preferred instrumental values by the method of M. Rokeach (1973)

Most preferred tool values	Ranking
Good social training	6,3
Neatness	7,5
Honesty	7,7
Responsibility	7,8
Joy of life	7,8

4) the least preferred instrumental values are intransigence in daily tasks, open mindedness, high aspirations and efficiency in daily tasks (Table 4).

Table 4. Distribution of average ranks of the least preferred instrumental values by the method of M. Rokeach (1973)

Least preferred instrumental values	Ranking
Intransigence in daily tasks	14,1
Open mindedness	12,0
High aspirations	11,5
Efficiency in daily tasks	11,1

3. While interpreting results of the Purpose in Life test, we have received indicators of average value (Table 5) on all scales that allows us to say that

examinees of this selection have an insufficient realized idea of meaning of life; they have no definite purposes and ways of their achievement.

Table 5. Mean group results by the Purpose in Life test

Scale of the Purpose in Life test	Average
Subscale 1 - goals in life	31,7
Subscale 2 - process of life	31,5
Subscale 3 - purpose in life	27,5
Subscale 4 - locus of control - ego	21,5
Subscale 5 - locus of control - life	30,1
Life meaningfulness - LM	105,0

4. The analysis of the results of the method "Level of a ratio "Value" and "Availability"" by E.V. Fantalova (2001) in adaptation of A.A. Sharov (2016) allows to highlight the most significant values for workers: good salary (8,7) and possibility of promotion (7,1); the least significant: professional work (3,7), the work intending communication with the wide and changing scope of people (3,4), and also an opportunity to perform work of the big public importance (3,7). The degree of mental tension is found out on professional values among workers: professional work (-3,7), accurately ordered work process (-2,2), work with congenial colleagues (-1,2) and work under the leadership of the skilled chief (-1,0). It proves internal conflicts on these professional values.

5. While interpreting the Self-Relation test results it should be noted that there is a strongly marked indicator of the scale S of global self-relation (80, 0) that testifies high demonstration of internal undifferentiated feeling pro or contra oneself. The scale of the IV of self-interest also has obvious expressiveness (75, 0) that testifies to a high measure of proximity to ego, interest in own thoughts and feelings, readiness to communicate with oneself "as equals", confidence of the interestingness for others.

Discussion

Studying of psychological and pedagogical literature allows to state the lack of special researches devoted to the problem of forming of valuable and professional orientations of workers. However, the problem of valuable professional orientations was studied by foreign academics F.L. Field, D. Kehash & D.V. Tiedeman (1962), D.T. Hall (1986), J.S. Helbing (1987), D.E. Super & D.T. Hall (1978), and Russian scientists V.V. Aladyina (2012), T.S. Kaminskaya (2006), A.N. Kosheleva (2001), T.V. Mikhaylova (2012). Features of values among representatives of various professions were researched by V.V. Aladyina (2012), I.F. Isaev (1993), E.A. Klimov (2003), G.M. Mkrtchan (1983), G.N. Prozumentova (1978), N.E. Skripova (2012). The works devoted to the studying of values of workers by D. Ya. Gilmudinov (2006), V.N. Kiselev (2013), G.M. Mkrtchan (1983), N.E. Skripova (2012) are highlighted from these researches.

In foreign scientific works professional values are provided as the career orientations reflecting general professional dynamics in society that enable to reach the identity of own professional purposes. Various definitions of the concept "valuable professional orientations" in the Russian sources show that a psychological basis of the specified phenomenon is the diverse structure of

requirements, motives, interests, purposes, ideals, beliefs, outlooks, which participate in creation of a professional orientation of a personality and express the social determined relations of the personality to a profession. As it is noted in a number of researches (Bezumova & Yarushkin, 2008), forming of valuable professional orientations begins at young age (16-21 years). During this period the leading type of activity is educational and professional. Young people decisions on the future profession choice and work depend on their valuable orientations. Living and world outlooks of a future worker are determined among students during the training process in a professional college; there is an initial development of a profession. Therefore, future workers come to production with already created system of valuable and professional orientations which can be developed in this or that direction depending on a social and economic life situation. The certain features of the psychological characteristics are basic for workers, i.e. valuable and professional orientations.

The analysis of literature of the above-mentioned sources brought an opportunity to allocate the structure of valuable and professional orientations which consists of four components: valuable orientations, purpose life orientations, professional values and self-relation (Bragina, 2016).

Valuable orientations are a core of professional implementation of a personality. They cause the general relation of a person to the professional purposes and tasks that creates the system of valuable orientations, wherein the profession takes the priority place.

Purpose-in-life orientations represent a result of understanding of the purposes and sense of own life of the person, and also his/her place and a role in the society, that is undoubtedly connected with a certain profession. Awareness of sense and significant moments of professional activity inspires the personality, provides its moral stability and psychological readiness for the most difficult moments of the forthcoming professional way.

Professional values reflect the importance of professional activity for the personality, and also the importance of various parties of professional activity, creating a certain relation of the personality to it. From the moment of the choice and mastering a profession, and also during all life, the personality appropriates professional values that assume the following: understanding of the belonging to a certain professional community, attitude towards itself as to the professional, forming of professional ideals, determination of criteria of choice of profession, and also awareness about weak and strong ways of development, probable progress and failures.

In the course of educational-professional and professional activity, the personality learns oneself and accumulates about oneself knowledge which makes a substantial part of his/her ideas of oneself. Obviously, self-knowledge isn't indifferent for the personality: as what can be revealed in them, then appears to be an object of personality emotions, and becomes a subject of its more or less steady self-relation.

Valuable orientations cause professional behavior, providing content and an orientation of activities, and also assign a specific meaning to professional actions. Consequently, success of a professional way of the personality in many respects depends on the created system of valuable and professional orientations.

Summarizing the results of an empirical research, it is possible to state that valuable and professional orientations appear to be an integrated structure of values which is created and developed by the personality in the course of educational-professional and professional activity; and it is directed to self-realization, the successful professional future, social responsibility and prestige of a profession (Bragina, 2016). There are grounds to consider the presented orientations as a psychological resource of development of social-professional qualification of workers.

Studying this professional community, it is necessary to describe the concepts "worker" and "working professions". The modern thesaurus of the Russian language by T.F. Efremova (2000) defines the concept "worker" as the one who is professionally engaged in a direct labour and belongs to a working class.

The sociological dictionary determines "worker" as an employee of an enterprise, mainly of the manual labour, which is directly occupied with creation of material values and activities for rendering production services.

E.F. Zeer (2013) identifies the concepts "worker" and "person in work", and determines it as the subject of production relations motivated on the value of productive work; a person possessing socio-cultural values of dynamic professional development of the society.

There is also a set of definitions of "working professions". We share an opinion of N.E. Skripova (2012). She notes that working professions, anyway, correspond to a category "work" as with "an eternal natural condition of human life". As a rule, it is a certain labour activity connected with manual labour that represents quite certain personal importance and relevancy.

The labour of the operating iron and steel enterprise is characterized by difficult working conditions, accomplishment of operations on the high-technology equipment, and, of course, demands from a worker of absolute physical health; certain personal qualities, for example, emotional and strong-willed mental ballast, availability of managerial abilities, ability to concentrate attention; business culture. As a number of researches (Lazutina&Itskovich, 2011) show, it is directly connected with the developed system of valuable and professional orientations, which play a crucial role in professional development of a worker.

The researcher D.S. Zanin (2013) states that professional development of the identity of an employee of any enterprise represents an asynchronous, discrete-continuous process consisting of four levels (professional self-determination, professional training, professional adaptation, and professional individualization); under changing of these levels a personality may experience professional crisis. The process of professional development of a personality proceeds within job responsibilities of a specialist at the specific enterprise, and is directed to achievement of a certain level of professional development according to a condition of market conditions organization. A source of professional development of the identity of the worker are contradictions between the reached level of development and requirements which show collective, society and professional activity to the system of already created components of a worker personality. The scientist offered the confinement modeling "Personal Factors of Professional Development a Specialist", which involves the following components: quality of functions, self-efficiency,

professional self-consciousness, professional craft, readiness for work, work assessment, remuneration, and understanding of strategy. D.S. Zanin (2013) emphasizes that professional development of a specialist personality at the enterprise arises by high-quality changes of the developed attitudes and stereotypes, orientations, motives of behavior, and act as components of valuable professional orientations. Therefore, valuable and professional orientations as a social-psychological resource are a very important component of professional development of a personality of a modern worker; within productive activity of an enterprise in the conditions of the modern market relations such orientations are characterized by a high business struggle, and speed of information change.

Conclusion

The results of the empirical research and theoretical analysis enable to draw some conclusions in the matter of the characteristics of valuable and professional orientations of workers of an iron and steel enterprise:

1. The resource model of self-control of activities of a worker is a basis of modeling development of success advancement of workers' activities. A worker formation as a "social person" depends on the developed valuable and professional orientations of a personality. Valuable and professional orientations are a qualification characteristic of a modern worker; a level of development of conscious self-control and individual style of methods of goal achievement of activities determine the level of valuable and professional orientations.

2. Valuable and professional orientations of workers of an iron and steel enterprise are characterized by a high level of evidence of the following values provided in the Table 6: high financial condition, achievements, happy family life, health (physical and mental), love (spiritual affinity and sex with loved one), presence of honest and good friends, interesting work, good social training, neatness, honesty, responsibility, joy of life, a good salary, a possibility of promotion, global self-relation, self-interest. The mentioned-above values act as a psychological resource of activity of a personality in a profession (Morosanova, 2010).

Table 6. Demonstration of valuable and professional orientations of workers of an iron and steel enterprise.

Components' structure of valuable and professional orientations	High level	Low level
Valuable orientations	High financial condition, achievements, happy family life, health (physical and mental), love (spiritual affinity and sex with loved one), honest and good friends, interesting work, good social training, neatness, honesty, responsibility, joy of life.	Creativity, beauty of nature and art, happiness of other people, entertainments, knowledge (cognition), productive life, intransigence in daily tasks, open mindedness, high aspirations and efficiency in daily tasks.
Purpose-in-life orientations	The concept on life purpose is insufficiently developed.	
Professional values	Good salary, possibility of	Professional work, the work

	promotion.		intending communication with the wide and changing scope of people, and also an opportunity to perform work of a high public importance.
Self-relation	Globalself-relation, interest.	self-	Is not demonstrated.

In the Table 6 it is visually provided that the dominating values of workers are high financial position and a good salary. However, a work on the obtained employment has no importance and value. It is also impossible to state that workers comprehend their life itself, have confidence in own capability to set oneself professional purposes and to achieve any results. Thus, we achieve a portrait of today's worker of an iron and steel enterprise — a person "going down with stream", "living a day-to-day existence" and considering the professional activity as a means of living in this life, the life which is deficient of aspirations to the professional growth, self-education, self-development in a profession.

Valuable and professional orientations begin to be created at a phase of professional training, at young age, when a world outlook is being formed, the attitude towards surrounding reality is developed, and that is why it is impossible to change radically the developed value system among experienced workers. But it is possible to create and develop the psychological characteristics necessary for adequate system of valuable and professional orientations. A professional path of a personality depends on the created system of values.

The formation and development of valuable and professional orientations of workers as highly qualified personnel of a metallurgical entity should be provided with a program of a mentorship controlled by human resources management; wherein a mentor is a highly-skilled employee, an active expert who is specially trained for the organization and carrying out of individual skills training (Esenina, 2015).

Of course, the mentor should possess a set of psychological and pedagogical characteristics, and adequately created system of valuable and professional orientations. The main objective of a mentorship is motivation of workers. As a result, the mentor acts as a leader, master, senior companion at the place of production, a role model, thereby increasing prestige, prospects, importance and necessity of a working profession in the opinion of younger colleagues.

Valuable and professional orientations act as predictors of social professional mobility of a worker capable to master innovative technologies of productive activities.

Recommendations

Materials of this article can be useful in work of teachers and psychologists in case of individual consultation of both students of secondary vocational education institutions, and workers of blue-collar occupations, and also for work of a personnel service at a manufacturing enterprise; the presented article results can be helpful to highlight the perspective directions in training of highly skilled personnel, and, at the same time, to promote the solution of working manpower deficit in the country.

Acknowledgments

The study was conducted within the framework of the state order by Ministry of Education and Science of the Russian Federation № 2014/393; research topic number 1134 “Scientific and applied bases for formation of personality’s individual trajectories of development in continuing education system”.

Disclosure statement

No potential conflict of interest was reported by the authors.

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